



# EMPLOYMENT OPPORTUNITY

Scw'exmx Child and Family Services Society (SCFSS) is family-centered and guided by nłe?kepmx and syilx traditional knowledge and principles. SCFSS utilizes prevention and protection strategies with the collective goal to keep children with their families and communities. SCFSS recognizes historical challenges and is guided by traditional strength and wisdom to build family and community capacity in a monumental shift from protection to prevention.

**As an Indigenous organization serving the nłe?kepmx and syilx communities, SCFSS prioritizes the hiring of nłe?kepmx and syilx community members.** Following community member priority and pursuant to Section 41 of the BC Human Rights Code, preference may be given to qualified applicants of Indigenous ancestry.

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## DELEGATED MANAGER

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**Status:** Full-time | Permanent  
**Hours:** 35 hours per week | 8:30 - 4:30 | Monday – Friday  
**Wage:** Range: \$48.56 - \$68.83 | Starting wage commensurate with experience  
**Benefits:** Range: Comprehensive Benefits Package | Public Service Pension Plan  
**Location:** Merritt, BC

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### POSITION SUMMARY

Scw'exmx Child and Family Services Society (SCFSS) is seeking a Delegated Manager to join our team. The Delegated Manager provides management oversight, guidance and advice for delegated services and practices ensuring they are in alignment with nłe?kepmx and syilx frameworks of practice. In this role, the Delegated Manager completes audits of delegated services to ensure quality of assurance standards and assesses compliance with standards of policies alongside traditional and community practices. The Delegated Manager is accountable for early intervention and protection services through culturally appropriate delegated social work activities placing emphasis on the preservation, restoration and reunification of families. This position also entails monitoring and adherence to various governing bodies, including our five-member community protocol agreements, nłe?kepmx and syilx practice frameworks, Indigenous Services Canada funding mandates and the Ministry of Child and Family Development legislative Systems. The ideal candidate for the Delegated Manager role will demonstrate a commitment to culturally informed practices and possess the expertise needed to uphold high standards of service delivery and compliance.

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### OVERVIEW OF DUTIES & RESPONSIBILITIES

- Monitor and interpret changes in standards, legislation, and scope of practice related to social work within the organization, assess their impact and facilitate effective implementation.
- Oversee the evaluation and monitoring of practice and business processes to ensure compliance with policies under the nłe?kepmx and syilx practices frameworks and relevant provincial standards.



- Build and maintain effective strategic relationships with external service providers and organizations to ensure they are attuned to community needs and provide valuable services to children, young people and families.
- Coach and mentor employees on handling issues that support and guide employee questions and concerns.
- Ensure the integrity of program processes in alignment with nle?kepmx and syilx culture and traditions.
- Develop and maintain a comprehensive data management system to support Relation engagement, referral management, client feedback regarding services delivered, and monthly reporting to the Executive Director.
- Coordinate training and development programs identifying training needs, developing and scheduling programs, tracking and evaluating training outcomes.
- Manage and oversee approved budgets, provide monthly financial reports and participate in budget and fund development.

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## SUPERVISION RECEIVED

- Reports to the Executive Director with regular consultation, review and an Annual Performance Evaluation with work plan review.

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## JOB REQUIREMENTS

- Must be fully delegated (C6) under the Child Family Community Service Act (CFCSA).
- Demonstrated knowledge of Ministry of Child and Family Development (MCFD) and Indigenous Services Canada systems and legislative requirements.
- Expert knowledge in delegated services, working from an Indigenous practice model.
- Applied knowledge of Aboriginal Operational - and Practice Standards and Indicators (AOPSI).
- Proficient in the Integrated Case Management (ICM) System.
- Completion file audits for compliance, including integrating Service Evaluation audits to heighten quality assurance.
- Manage multiple projects effectively, assess project urgency, set clear goals, create detailed action plans, and organize and schedule tasks and personnel efficiently.
- Clear Criminal Record check and MCFD Prior Contact Check required before commencement of employment.
- Valid Class 5 BC driver's license without restrictions.

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## EDUCATION & EXPERIENCE

- Bachelor of Social Work required; Master of Social Work preferred.
- Registration with the BC College of Social Workers and the BC Association of Social Workers, or the ability to obtain registration.
- Three years of experience working with Indigenous families or communities.



- Two years of leadership experience.
  - A minimum three years of experience in social work, social services, or related fields.
  - Experience within an Indigenous Child and Family Services is an asset but is not a requirement.
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## MINIMUM REQUIRED COMPETENCIES

- Possesses a detailed understanding of the standards, policies, and case management theory and practices of programs and services related to delegated social work practice.
  - Highly developed critical thinking skills for decisions and creative problem solving.
  - Demonstrated leadership skills in providing individual and team mentorship.
  - Proven record of strong organization and excellent communication skills, including interpersonal, written, and facilitation.
  - Ability to maintain confidentiality, discretion, professionalism, diplomacy, and objectivity when communicating and interacting with Elders, Relations, care providers, colleagues, leaders, and community.
  - Knowledge of the traditional practices and teachings of syilx and nle?kepmx culture and communities and use of local Indigenous cultural and traditional frameworks as a priority over Western methodologies.
  - Sensitivity to the historical and systemic impacts on Indigenous families and communities from intergenerational trauma due to colonialism, residential school history, the sixties scoop, and association with the child welfare system.
  - Comprehensive understanding and utilization of local Indigenous cultural and traditional approaches as a priority over Western methodologies.
  - Capable of multitasking with the ability to meet tight deadlines, with accuracy in detailed work.
  - Embraces technology with intermediate to advanced skills in Microsoft Office (Word, Excel, Publisher, PowerPoint), and other IT platforms.
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## APPLY NOW

- Apply now by emailing your resume and cover letter to [jobs@scwexmx.com](mailto:jobs@scwexmx.com)
- In the subject line identify the position you are applying for.
- We thank all candidates for their interest, but only those selected for screening will be contacted.
- Pursuant to Section 41 of the BC Human Rights Code, preference may be given to qualified applicants of Indigenous ancestry.